

BEFORE THE
MISSOURI STATE BOARD OF MEDIATION

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| |) | JACKSON COUNTY PUBLIC HOSPITAL |
| |) | |
| |) | and |
| In the |) | |
| Matter of |) | CONSTRUCTION AND GENERAL LABORERS, |
| |) | LOCAL 264 of the LABORERS' INTERNATIONAL |
| |) | UNION OF NORTH AMERICA, AFL-CIO |

Proceedings were held before the Missouri State Board of Mediation on Tuesday, December 9, 1969, at Jackson County Public Hospital, Jackson County, Missouri. The Board was represented by Chairman Daniel C. Rogers and members Charles R. Bibbs and Truman Henry. The proceedings were for the purpose of determining the appropriate bargaining unit of employees of Jackson County Public Hospital in which to hold a union representation election requested by the Hospital to determine if Construction and General Laborers, Local 264 of the Laborers' International Union of North America, AFL-CIO is the bargaining representative of the employees in an appropriate bargaining unit. Proceedings were pursuant to Section 105.500 of the Missouri Revised Statutes.

The only issue before the Board was whether or not the registered nurses should be included in the bargaining unit of other Hospital employees.

The Board having heard and considered all arguments by Jackson County Public Hospital and the Union, the Board has concluded as follows:

The appropriate bargaining unit consists of all employees of Jackson County Public Hospital excluding only the administrative staff, supervisors, doctors, dentists, confidential secretary to the Administrator, registered nurses and casual, temporary and irregular part-time employees.

The election will be held on December 15, 1969, from 6:00 a.m. until 4:00 p.m. The election to be held on the premises of the Hospital.

Those employees of the Hospital who are eligible to vote are those employees included in the above described unit who were employed by the Hospital on December 9, 1969, and who are still employed on December 15, 1969.

The ballots will be counted under the supervision of Chairman Rogers immediately following the closing of the polls. Challenged ballots, if any, will be kept in a separate envelope for each ballot and will be determined by the Board if they are sufficient to affect the outcome.

/s/ Daniel C. Rogers

Daniel C. Rogers, Chairman

/s/ Charles R. Bibbs

Charles R. Bibbs, Member

/s/ Truman Henry

Truman Henry, Member